

With the support of the
Erasmus+ Programme
of the European Union



Group production by: Berlin Cosmopolitan School Kindergarten & Preschool (Berlin),
ICEC (Helsinki), Universidad Camilo José Cela (Madrid), Pikler-Ház (Budapest)

Questionnaire

Team Building

1. Auflage

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Illustrationen: Katharina Ehrenfried
Design: Lennard Keltner
Druck und Bindung: addprint AG

Gedruckt auf Volume White Papier aus 100 % Altpapier ausgezeichnet mit dem blauen
Umweltengel dem EU Eco-Label und FSC®-zertifiziert.

Printed in Germany

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Questionnaire

Dear Educators,

This questionnaire is to serve as a conversation starter and way for a team to listen to each other's ideas about their strengths, struggles, passions and pedagogy and to feel more inspired, excited and prepared for entering into a team together. Please use this questionnaire as a team building exercise before your team settles in a new group or when a new educator joins your team. Everyone comes from a different background, a different culture and has different beliefs and ideas about education and working with young children.

Educators are lifelong learners and should constantly be reflecting on their practice. When doing this as a teaching team it helps to promote conversation, accountability and the sharing of ideas. Completing this questionnaire ensures that the team will benefit from communicating and reflecting and the children will benefit from everyone being on the same page, which is of the utmost importance.

The questionnaire may seem a bit daunting, but if the team members fill it out before the day they plan to discuss the questions, the goal is that they fluidly help the team to talk about their goals for how to work together in the upcoming year. If time is a struggle, these are the key questions we recommend discussing before any teaching or meeting of the families occurs:

1. What is my role as an educator? What is my view on the image of the child?
2. What are my strengths? What do I bring to this teaching team?
3. What do I believe is most important for helping settle in new children?
What is important to me as an educator (classroom, materials, support, etc...)?
4. What are my go to tools in moments of conflict with a child/children and what kind of language do I use in general/ when a child is struggling or showing challenging behaviours?

If these four topics can be covered, then the team can at least settle on common strategies, language and goals for how to work together in stressful situations and to approach certain scenarios with the children. It is recommended that the rest of the questions be addressed in following team meetings, which should ideally occur once a week.

Educators benefit from going through this questionnaire by being fully prepared to work and communicate openly with each other and help support one another throughout their time together.

*If your team has not changed members and filled out this questionnaire last year, you may answer the follow up questions on page 15.

Group production by:

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(2017-2020)



This project has been funded with support from the European Commission.

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(2020)

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WHAT IS MY ROLE AS AN EDUCATOR?

What is my role as an educator? What is my view on the image of the child?

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What are my strengths? What do I bring to this teaching team?

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What is my favourite part about being an educator?
What is my least favourite part about being an educator?

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What behaviour do I find most challenging and the least challenging? (How do I react to it?)

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How was my last year, teaching? (What worked well? What would I have improved?)

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What do I believe is the most important for helping settle in new children?
What is important to me as an educator (classroom, materials, support, etc.)?

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What are my go to tools in moments of conflict with a child/children and what kind of language do I use in general/when a child is struggling or showing challenging behaviours?

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How do I cope with stress? How do I solve problems with adults (educators as well as parents)? How do I solve problems with children?

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Questionnaire

What makes my work with the children meaningful? What value do I see in my daily work?

What are my expectations and goals for this year and how do I plan to work towards those with this team?

What are our common de-escalation strategies?

What is our child protection protocol?

What else would I like to say here at this moment in time?

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What are topics I feel uncomfortable talking about or would prefer my colleagues use sensitivity when discussing around me?

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Follow up Questionnaire for the End of the Year

Team Building

How did I fulfill my role as an educator?

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How has my view on the image of the child changed/evolved this year?

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Did I develop new strengths or learn anything new about my limits as an educator?

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How did me and my team work together on challenging behaviour/moments?

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Did we successfully work together to build a good relationship with each other and the families/ children?

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Have I learned anything new about the settling in process that I would like to apply in future classrooms?

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Have I changed or evolved my language tools towards problem solving?
Was I open to feedback/suggestions from my teammates and colleagues?

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What were my key moments in the classroom this past year?

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Questionnaire

What are my personal goals for the next year? What would I like to work on with my team?

Has there been a change of dynamics in the team? Could we use further team building methods?

What do I need for the upcoming year? Think professional development, personally, from the institution or from my team?

What are my expectations for next year? (If not covered by previous questions)



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Children need healthy environments in which to grow, develop, play and learn. Their environments are complex and ever-changing.

The adult can be a role model, providing children with appropriate, healthy options and behaviour in all aspects of life.

This way, educators and families are helping children develop into confident, independent people who have a strong sense of self-efficacy, empathy and are internationally minded.

